



# Job Ready Services

Job Ready Services, LLC



December 2009

## Stay at Work or Return to Work—What’s the Big Deal?

We have all heard about the studies that state that an injured worker has only a 50% chance of returning to work, after being out of work for 6 months. However, new studies are suggesting that the chance of returning to work drops to 50% at **12 weeks!** Even more disturbing are reports suggesting successful return to work outcomes become poor after only **6 weeks**. Presently, the average time out of work in North Carolina is **16 weeks**.

What is even more interesting is that the studies also show that time out of work is rarely based on medical necessity, but is most often due to the **employers’ lack of policy** regarding return to work opportunities after an illness or injury.

### Valid medical reasons for work absence include:

- Attendance for hospital, therapy or physician visits
- Confinement to bed or home
- Traveling to or being in the workplace negatively affects recovery or presents safety concerns.



Studies show that time out of work is rarely based on medical necessity, but is most often due to the employer’s lack of policy regarding work opportunities after an illness or injury.

### Scenarios that are not medically necessary and delay return to work include:

- Lack of awareness of job demands and employee’s functional abilities
- Lack of employer’s willingness to explore work opportunities
- Non injury related factors such as employee/employer dissatisfaction
- Poor communication with injured worker and medical provider.

### 3 basic questions need to be asked post injury/illness to facilitate return to work

What are the physical demands of job?

What are the functional abilities of the worker?

What functional deficits exist and what job functions can the worker safely perform?

### Best Evidence Practice indicates successful Stay At Work/ Return to Work programs share common practices:

Job descriptions with functional physical demands

Valid functional testing with job specific components

Transitional Alternative Duty Programs

Want to learn more? Contact Job Ready Services for more information or visit our website: [www.jobreadyservices.net](http://www.jobreadyservices.net).

### News and Upcoming Events

#### 4th Annual Seminar Worker’s Comp: Navigating the Potholes & Eliminating the Roadblocks

March 4, 2010  
8:30am-4:45 pm  
Location: Cary, NC  
Would you like an invitation?  
Contact Michelle Morgan  
[Michelle.morgan@jobreadyservices.net](mailto:Michelle.morgan@jobreadyservices.net)  
919-256-1400 x 223

*Learn how to build networks with medical, legal and insurance providers to keep your employees safe, fit and injury-free. Stop doing the same thing over & over and expecting different results - find out what you can do to eliminate the roadblocks in worker’s comp.*

### JANUARY LUNCH & LEARN:

Wednesday, January 20, 2009

12:00 pm—1:00 pm

Dr. Mark Wood

New Treatment Options for  
Shoulder Instability

*Remember: Work conditioning programs can provide objective information about a person’s abilities on a day to day basis, which will substantiate that person’s sustainability. An FCE is a good “snapshot” of that person’s abilities and a manner to document sincerity of effort, but work conditioning will outline work abilities on a daily basis.*

**Job Ready Services, LLC**  
919-256-1400  
2300 Westinghouse Blvd  
Suite 107  
Raleigh, NC 27604  
[www.jobreadyservices.net](http://www.jobreadyservices.net)

For more information on any of these events or services, please contact Michelle Morgan:

[michelle.morgan@jobreadyservices.net](mailto:michelle.morgan@jobreadyservices.net)